DECLARATION AND POWER OF ATTORNEY FOR PATENT APPLICATION

As a below named inventor, I hereby declare that:

My residence, post office address and citizenship are as stated below next to my name;

I believe I am the original, first and sole inventor (if only one name is listed below) or an original, first and joint inventor (if plural names are listed below) of the subject matter which is claimed and for which a patent is sought on the invention entitled

System and Method for Organizational Risk Based On Personnel Planning Factors

the specification of which (check one)	
X_ is attached hereto.	
was filed on as Application Serial No and was amended on	(if applicable).
I hereby state that I have reviewed and understand the c specification, including the claims, as amended by any a	ontents of the above identified amendment referred to above.
I acknowledge the duty to disclose information which is application in accordance with Title 37, Code of Federal continuation-in-part applications, material information validing date of the prior application and the national or PC continuation-in-part application.	Regulations, §1.56, including for which became available between the
I hereby claim foreign priority benefits under Title 35, U § 365(b) of any foreign application(s) for patent, inventor or § 365(a) of any PCT international application which of the United States of America, listed below and have also application for patent inventor's or plant breeder's rights application having a filing date before that of the application	or's or plant breeder's rights certificate(s), designated at least one country other than oldentified below, any foreign
Prior Foreign Application(s):	Priority Claimed Certified Copy Attached
(Number) (Country) MM/DD/YYYY	YesNoYesNo
I hereby claim the benefit under Title 35, United States Capplication(s) listed below and, insofar as the subject man application is not disclosed in the prior United States app	tter of each of the claims of this

first paragraph of Title 35, United States Code, §112, I acknowledge the duty to disclose information material to the patentability of this application as defined in Title 37, Code of Federal Regulations, §1.56 which occurred between the filing date of the prior application and the national or PCT international filing date of this application:

(Application Serial #) (Filing Date) (Status)

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

POWER OF ATTORNEY: As a named inventor, I hereby appoint the following attorneys and/or agents to prosecute this application and transact all business in the Patent and Trademark Office connected therewith.

John W. Henderson, Jr., Reg. No. 26,907; James H. Barksdale, Jr., Reg. No. 24,091; Thomas E. Tyson, Reg. No. 28,543; Robert M. Carwell, Reg. No. 28,499; Jeffrey S. LaBaw, Reg. No. 31,633; Douglas H. Lefeve, Reg. No. 26,193; Casimer K. Salys, Reg. No. 28,900; David A. Mims, Jr., Reg. No. 32,708; Volel Emile, Reg. No. 39,969; Leslie A. Van Leeuwen, Reg. No. 42,196; Christopher A. Hughes, Reg. No. 26,914; Stanley B. Green, Reg. No. 24,351; John E. Hoel, Reg. No. 26,279; Joseph C. Redmond, Jr., Reg. No. 18,753; Marilyn S. Dawkins, Reg. No. 31,140; Cynthia S. Byrd, Reg. No. 39,365; Joseph T. Van Leeuwen, Reg. No. 44,383.

Send correspondence to:

Joseph T. Van Leeuwen P.O. Box 81641 Austin, Texas 78708-1641

FULL NAME OF SOLE OR FIRST INVENTOR: Michael Joseph Calderaro

INVENTOR'S SIGNATURE: Michaelose Rhillens DATE: 6/28/01

RESIDENCE: 401 Explorer St.

Austin, Texas 78734

CITIZENSHIP: USA

POST OFFICE ADDRESS: 401 Explorer St.

Austin, Texas 78734

TULL NAME OF SECOND INVENTOR: Robert John Castro	
NVENTOR'S SIGNATURE: DATE:	
RESIDENCE: 406 Autumngate Drive Raleigh, North Caroliina 27606	
CITIZENSHIP: USA	
POST OFFICE ADDRESS: 406 Autumngate Drive Raleigh, North Caroliina 27606	
FULL NAME OF THIRD INVENTOR: Corrine Glavin Krumenacker	
NVENTOR'S SIGNATURE: DATE:	
RESIDENCE: 2200 Heathrowe Place Raleigh, North Carolina 27609	
CITIZENSHIP: USA	
POST OFFICE ADDRESS: 2200 Heathrowe Place Raleigh, North Carolina 27609	
FULL NAME OF FOURTH INVENTOR: Lynn P. Lepore NVENTOR'S SIGNATURE: 4/28/01	
RESIDENCE: 3877 Royal Troon Drive Round Rock, Texas 78664	
CITIZENSHIP: USA	
POST OFFICE ADDRESS: 3877 Royal Troon Drive Round Rock, Texas 78664	

FULL NAME OF FIFTH INVENT	OR: William Daniel Ordwa	y, Jr.
INVENTOR'S SIGNATURE:		DATE:
RESIDENCE: 8 Edgecombe Ct Smithfield, North C	arolina 27577	
CITIZENSHIP: USA		
POST OFFICE ADDRESS: 8 Ed Smit	gecombe Ct hfield, North Carolina 27577	·
FULL NAME OF SIXTH INVENT		()
INVENTOR'S SIGNATURE:	atricia K. Vickers	DATE: 6/28/0)
RESIDENCE: 2213 Macaw Drive Cedar Park, Texas		
CITIZENSHIP: USA		

POST OFFICE ADDRESS: 2213 Macaw Drive Cedar Park, Texas 78613

IBM DOCKET NO. AUS9-2001-0235-US1

DECLARATION AND POWER OF ATTORNEY FOR PATENT APPLICATION

As a below named inventor, I hereby declare that:

My residence, post office address and citizenship are as stated below next to my name;

I believe I am the original, first and sole inventor (if only one name is listed below) or an original, first and joint inventor (if plural names are listed below) of the subject matter which is claimed and for which a patent is sought on the invention entitled

System and Method for Organizational Risk Based On Personnel Planning Factors

was filed on	•	cification of	which (check one	e)		
as Application Serial No	-		•	-,		
I acknowledge the duty to disclose information which is material to the patentability of this application in accordance with Title 37, Code of Federal Regulations, § 1.56, including for continuation-in-part applications, material information which became available between the filling date of the prior application and the national or PCT international filling date of the continuation-in-part application. I hereby claim foreign priority benefits under Title 35, United States Code, §119(a)-(d) or (f), or § 365(b) of any foreign application(s) for patent, inventor's or plant breeder's rights certificate(s), or § 365(a) of any PCT international application which designated at least one country other than the United States of America, listed below and have also identified below, any foreign application for patent inventor's or plant breeder's rights certificate(s) or any PCT international application having a filing date before that of the application on which priority is claimed. Prior Foreign Application(s): Priority Claimed Certified Copy Attached (Number) (Country) MM/DD/YYYY	40-000	was filed or as Applicati and was am	i ion Scrial No ended on		if applicable).	
application in accordance with Title 37, Code of Federal Regulations, § 1.56, including for continuation-in-part applications, material information which became available between the filing date of the prior application and the national or PCT international filing date of the continuation-in-part application. I hereby claim foreign priority benefits under Title 35, United States Code, §119(a)-(d) or (f), or § 365(b) of any foreign application(s) for patent, inventor's or plant breeder's rights certificate(s), or § 365(a) of any PCT international application which designated at least one country other than the United States of America, listed below and have also identified below, any foreign application for patent inventor's or plant breeder's rights certificate(s) or any PCT international application having a filing date before that of the application on which priority is claimed. Prior Foreign Application(s): Priority Claimed Certified Copy Attached (Number) (Country) MM/DD/YYYY						
§ 365(b) of any foreign application(s) for patent, inventor's or plant breeder's rights certificate(s), or § 365(a) of any PCT international application which designated at least one country other than the United States of America, listed below and have also identified below, any foreign application for patent inventor's or plant breeder's rights certificate(s) or any PCT international application having a filing date before that of the application on which priority is claimed. Prior Foreign Application(s): Priority Claimed Certified Copy Attached Yes No Yes No No No Normber) [Number] (Country) MM/DD/YYYY	application continuation of the continuation o	ition in acco uation-in-par late of the pr	rdance with Title t applications, ma for application an	37, Code of Federal aterial information w	Regulations, §1.56, hich became availa	, including for ble between the
Yes No Yes No Yes No	§ 365(or § 36 the Un applied	b) of any for 55(a) of any l ited States o ation for pate	cign application(s PCT international f America, listed ent inventor's or p	s) for patent, invento l application which d below and have also llant breeder's rights	o's or plant breeder' lesignated at least or identified below, an certificate(s) or any	s rights certificate(s), ne country other than ny foreign y PCT international
(Number) (Country) MM/DD/YYYY	Prior :	Foreign App	plication(s):		•	••
I havely, plains the handst under Tiele 25 Haited States Code, \$120 of any United States	()	lumber)	(Country)	MM/DD/YYYY	165 140	14910
application(s) listed below and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States application in the manner provided by the Atty Ref. No. IBM-1029	applies applies	ation(s) lister ation is not d	d below and, inso	far as the subject ma	tter of each of the c	laims of this

IBM DOCKET NO. AUS9-2001-0235-US1

first paragraph of Title 35, United States Code, §112, I acknowledge the duty to disclose information material to the patentability of this application as defined in Title 37, Code of Federal Regulations, §1.56 which occurred between the filing date of the prior application and the national or PCT international filing date of this application:

(Application Serial #)	(Filing Date)	(Status)
(Arphication pertara)	(1 mm2 Dam)	(/

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

POWER OF ATTORNEY: As a named inventor, I hereby appoint the following attorneys and/or agents to prosecute this application and transact all business in the Patent and Trademark Office connected therewith.

John W. Henderson, Jr., Reg. No. 26,907; James H. Barksdale, Jr., Rcg. No. 24,091; Thomas E. Tyson, Reg. No. 28,543; Robert M. Carwell, Reg. No. 28,499; Jeffrey S. LaBaw, Reg. No. 31,633; Douglas H. Lefeve, Rcg. No. 26,193; Casimer K. Salys, Rcg. No. 28,900; David A. Mims, Jr., Reg. No. 32,708; Volel Emile, Reg. No. 39,969; Leslie A. Van Leeuwen, Reg. No. 42,196; Christopher A. Hughes, Reg. No. 26,914; Stanley B. Green, Reg. No. 24,351; John E. Hoel, Reg. No. 26,279; Joseph C. Redmond, Jr., Reg. No. 18,753; Marilyn S. Dawkins, Reg. No. 31,140; Cynthia S. Byrd, Reg. No. 39,365; Joseph T. Van Leeuwen, Reg. No. 44,383.

Send correspondence to:

Joseph T. Van Leeuwen P.O. Box 81641 Austin, Texas 78708-1641

FUL	L	NA	ME	OF	SOLE	OR	FIRST	INVE	NTOR:	Michael	Joseph	Cald	leraro
-----	---	----	----	----	------	----	-------	------	-------	---------	--------	------	--------

INVENTOR'S SIGNATURE: DATE:	
-----------------------------	--

RESIDENCE: 401 Explorer St.

Austin, Texas 78734

CITIZENSHIP: USA

POST OFFICE ADDRESS: 401 Explorer St.

Austin, Texas 78734

IBM DOCKET NO. AUS9-2001-0235-US1

FULL NAME OF SECOND INVENTOR:	Robert John Castro	
INVENTOR'S SIGNATURE: Part	John Cul DATI	: <u>6/28/2001</u>

RESIDENCE: 406 Autumngate Drive

Raleigh, North Carolina 27606

CITIZENSHIP: USA

POST OFFICE ADDRESS: 406 Autumngate Drive

Raleigh, North Carolina 27606

FULL NAME OF THIRD INVENTOR: Obrine Glavin Krumenacker INVENTOR'S SIGNATURE: Abund Hura Valuable DATE: 128, 2001
INVENTOR'S SIGNATURE: Others Hiven Francisches DATE: Mar 28, 2001
RESIDENCE: 2200 Heathrowe Place

CITIZENSHIP: USA

POST OFFICE ADDRESS: 2200 Heathrowe Place

Raleigh, North Carolina 27609

FULL NAME OF FOURTH INVENTOR: Lynn P. Lepore

Raleigh, North Carolina 27609

INVENTOR'S SIGNATURE: _____ DATE: _____

RESIDENCE: 3877 Royal Troon Drive Round Rock, Texas 78664

CITIZENSHIP: USA

POST OFFICE ADDRESS: 3877 Royal Troon Drive

Round Rock, Texas 78664

P.13/25

IBM DOCKET NO. AUS9-2001-0235-US1

FULL NAME OF FIFTH INVENTOR:

William Daniel Ordway, Jr.

INVENTOR'S SIGNATURES

* DATE: June 24, 2001

RESIDENCE: 8 Edgecombe Ct

Smithfield, North Carolina 27577

CITIZENSHIP: USA

POST OFFICE ADDRESS: 8 Edgecombe Ct

Smithfield, North Carolina 27577

FULL NAME OF SIXTH INVENTOR:

Patricia E. Vickers

INVENTOR'S SIGNATURE:

DATE:

RESIDENCE: 2213 Macaw Drive

Cedar Park, Texas 78613

CITIZENSHIP: USA

POST OFFICE ADDRESS: 2213 Macaw Drive

Cedar Park, Texas 78613